



**(U) Your Thoughts Make a Difference**

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(U//FOUO) In 2003, the SIGINT People Office established a Workforce Advocacy team to assist SID's transformation by listening to the views of the workforce, recommending process improvements, and facilitating change.

(U//FOUO) The team recently published SID's first [Workforce Advocacy Report](#) that represents feedback not only from the general population, but also from several diverse groups to include: new hires, military, shiftworkers, field, and 15+ years of service. The report contains several issues faced by the SID workforce, the corrective actions taken in FY03, and the workforce's proposed recommendations for FY04.

(U//FOUO) Four major themes emerged from the analysis of the data:

1. Communications
2. Knowledge sharing
3. Assimilation, and
4. Leadership accountability.

(U) As the SIGINT Director, I support all the recommendations for future efforts.

(U//FOUO) I applaud the collaboration demonstrated by all those mentioned in the report: ADHRS, ADET, ADIL, Corporate, SID Planning team, Chiefs of Staff, and all the enabling partners to support SID's efforts to continue our transformation.

(U//FOUO) I encourage you to provide your feedback, ideas, and suggestions for further improvements to the team at [REDACTED]@nsa.

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